


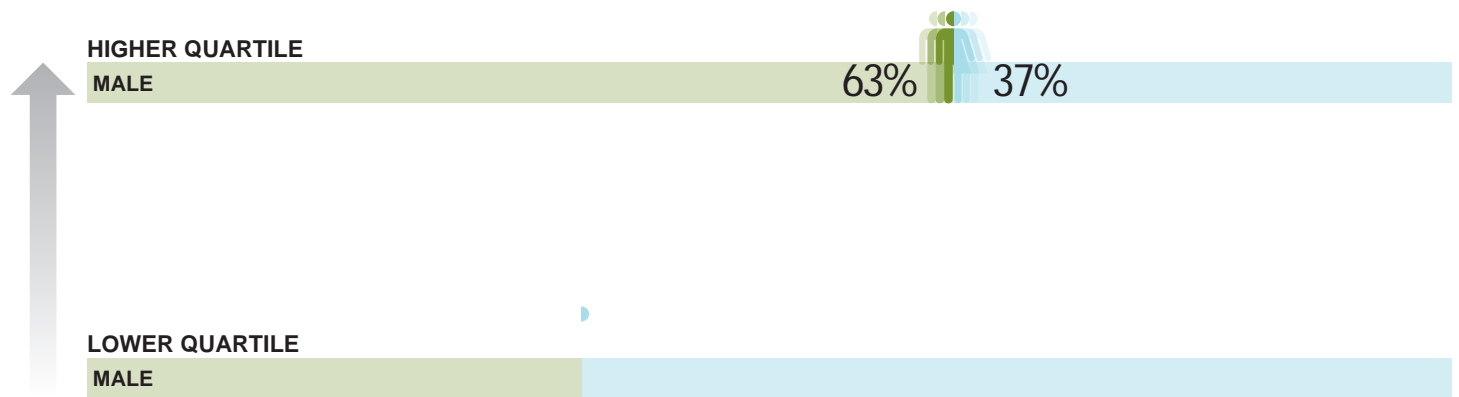


Gender and Ethnicity Pay Gap 2018



UCL has reduced the mean gap from 19.5% in 2013 to 17.5% now, largely as a result of proactive measures to encourage more women to

Quartile positioning – gender



Analysis

UCL has a 10 grade structure and, in common with many organisations, as the grade increases the proportion of female employees reduce. The lower quartile hourly rate of pay at UCL is £16.90, which approximately equates to grade 6 and below. We can see that below this lower quartile 64% of staff are women. The upper quartile hourly rate of pay is £26.11, which equates to the top of UCL's grade 8 and above. We can see a reversal from the lower quartile demographic, with female employees only accounting for 37% of staff above the high quartile. In terms of a single staff group this is perhaps best highlighted by UCL's professors where 72% are male and 28% are female. If 50% of professors were women then the gender pay gap would be

This distribution is the overwhelming reason for the mean and median pay gap. This is separate from equal pay, which is the measurement of pay gaps for work of equal value. Where equal pay has been measured historically

fairness issue in terms of equal pay for work of equal value. However, where UCL do have an issue is the distribution of staff amongst its grades, as detailed on the next page.

Proportion of male and female staff by grade

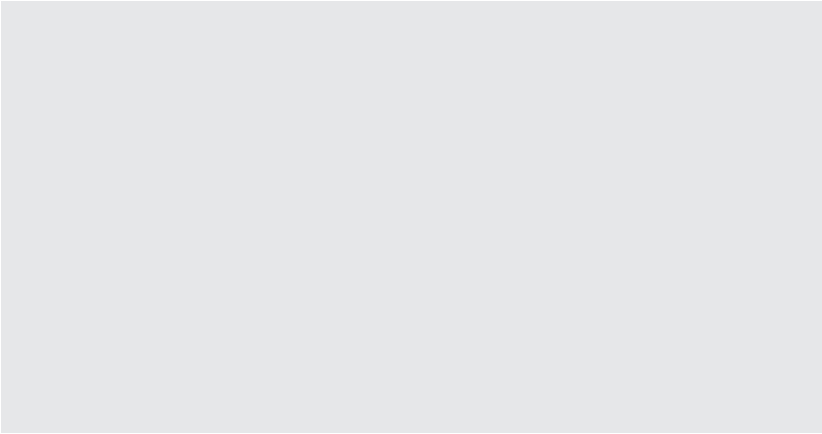
Analysis

The graph shows that at grade 3 and below the proportion of female proportion of male employees rises steeply with a corresponding sharp decrease in the proportion of female employees. Once we get to grade 10 split.

Essentially, female staff are more likely to be employed in roles within the lower half of the UCL grading structure and less likely to be employed in roles within the top half the UCL grading structure which is the overwhelming reason for the gender pay gap.

In 2013 UCL provisionally reported on its gender pay gap and, at that stage the mean gap was 19.5%. Demographics have changed slowly over time, but more action is needed to increase diversity at higher levels of the organisation which will directly lead to a reduction in the gender and ethnicity pay gaps. For example in 2013 only 23% of professors were female (and this is around the same proportion as is currently the case across the Russell Group). At UCL the BT9 0 0 9 258.8032 (a)-47 227ip ap (e)-9.1 (227.)-7.7 .-

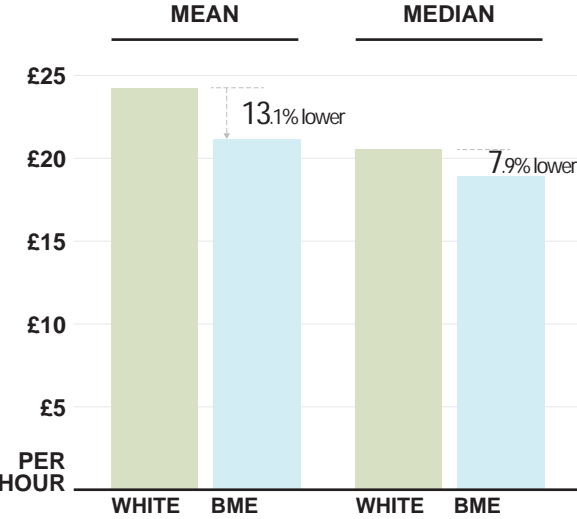
Bonus pay



Analysis

UCL actually pays comparably few bonuses (under 250 in total), as increases are more typically consolidated rises to base salary. The majority

Ethnicity pay gap



Actions

There are a range of organisational and societal reasons causing the gender and ethnicity pay representation at grades 9 and 10, but we acknowledge that progress should be quicker. The following summarises our key objectives and example actions already undertaken.

Objectives

possible pools of talent

and preventing

unnecessary systemic barriers to promotion and development

contributions of talent and leadership, and enabling a culture of sponsorship

Actions taken

Utilising 'tie-break' provisions, implementing robust obligations on search

candidates

Offering generous leave for fathers and promoting senior male role models with caring responsibilities

Establishing a Preventing Sexual Misconduct Strategy Group to help ensure all women have a positive experience in the workplace and do not leave academia

Introducing a new academic career framework for more equal advancement of academic careers, piloting talent management frameworks, making local promotions procedures more transparent, supporting research active academics returning from parental leave

Developing an Inclusive Advocates sponsorship programme, delivering wide-spread implicit bias training, offering leadership training for under-represented groups

